Creating Your Own Patterns for Success: Part 3

FEW’S LEADERSHIP STRATEGIC PLANNING COMMITTEE
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If you don't know where you are going, you'll end up someplace else.
- Yogi Berra
Questions for Today

*Influence, Leadership and Strategy*

- How can we create a framework that guides our personal and professional practices?
- How are our leadership decisions influenced by strategic alignment, fit and sustainability?
- Begin to create our own individual Leadership Maps
Creating a Context

• Complex, adaptive
• Patterns
• Think systems

*Adapted from the work of and special thanks to Dr. Glenda Eoyang and HSDI

Challenges and Conditions

• Everything is changing
• We are part of everything else; boundaries.
• We operate in complex, uncertain environments.
• Our communities are highly diverse, virtual, instantaneous
• The things that are important to us are both personal and universal.
• We interact with others according to a set of principles or rules that create a framework for all else.
Setting the Conditions, Part 1

Patterns: Similarities, differences, and relationships that have meaning across space and time.

Setting the Conditions, Part 2

Adaptive Capacity

• What do we know?
• So what does it mean?
• Now what are we going to do?
Setting the Conditions: Part 3

Who am I?

What is important to me?

How do I want to relate to others?

Three Simple Questions

Setting the Conditions: Part 4

Strategy

• Unique activities; differentiation
• Fit
• Trade-offs
• Rediscovery

-Michael Porter

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Strategy

• Clarify values
• Identify actions that align with who we are/want to be and have the potential to create
• Create a coherent pattern within which we operate.

Your Strategic Map

<table>
<thead>
<tr>
<th>Strategic Criteria</th>
<th>Setting the Conditions</th>
<th>Influence and Leadership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Differentiation: Uniqueness: What is it that separates me from others; connects me to others?</td>
<td></td>
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<tr>
<td>Fit: Coherence: How do my behaviors contribute to authenticity and my place in the world?</td>
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<tr>
<td>Trade-offs: Gives-to-Gets: Where can I be most effective? What do I gain/lose as my priorities shift?</td>
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<tr>
<td>Rediscovery: Stretching and Folding: What new opportunities have come with my new learning and professional development?</td>
<td></td>
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My Strategic Map

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<tbody>
<tr>
<td>Differentiation: Systems-based approach</td>
<td></td>
</tr>
<tr>
<td>Fit: Coherence: My values and passions; making a difference</td>
<td></td>
</tr>
<tr>
<td>Trade-offs: Gives-to-Gets: Security, consistency versus freedom, decision-making</td>
<td></td>
</tr>
<tr>
<td>Rediscovery: Stretching and Folding: Lifelong learning allows me to grow and experiment with new ideas.</td>
<td></td>
</tr>
</tbody>
</table>

| Setting the Conditions |                           |
| Who Am I? | What is important to me? | How do I want to connect with others? | What do I know? | What does it mean? | What am I going to do? |
| Advocate | Making a difference | Thru my speaking and writing | More opportunities and more challenges | There may be conflict with my own worldview | Find common ground |

Your Responsibility to YOU!

- Career planning
- Networking
- Relationship building
- Taking ownership for skill building
- Contributing to the success of others
- Seeking feedback
- Acting!

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One more thing ...

Be careful what you wish for, for you will surely get it!
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Something for you . . .

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